



# UNT | SYSTEM

---

## HR HIGHLIGHTS

### In This Issue:

- [GALLUP SURVEY: What do the 12 Questions Really Mean?](#)
  - [Q3](#): Opportunity to Do Your Best
  - [Q4](#): Recognition at Work



### Gallup Survey-What Do the 12 Questions Really Mean?

This week we continue exploring the [12 standard questions](#) (referred to as Q12) as we prepare to participate in the Gallup Survey April 5-17, 2019.

As we shared [last week](#), our goal is to explain each question, discuss how the question is related to engagement, and provide tips for your consideration when responding. We hope this helps you better understand each question when you take the survey this April.

*Up this week, Q3 & Q4...*

**Q3: At work, I have the opportunity to do what I do best every day.**

Knowing what you do best and having an opportunity to do your best every day means applying your talent, skills and knowledge to the work you do. You are empowered and act with confidence, direction, and hope when given an opportunity to perform at your best.

Things to consider when responding to this question

1. Do you know what part of your job you enjoy the most?
2. Do you know your strengths?
3. Have you discussed with your manager what you would like to do more of in your role?
4. Do you receive feedback and guidance from your manager to identify specific ways to apply your talents to workplace performance?
5. Do you know what distracts you from being as productive as you want to be?

**Q4: In the last seven days, I have received recognition or praise for doing good work.**

Receiving recognition for doing good work has a significant effect on your performance. Recognition comes in lots of forms – verbal, email message, written notes, during meetings, etc... It can also come from different people – manager, co-worker, subordinate, customer, etc... It can motivate, give you a sense of accomplishment, make you feel appreciated for your work, and help you understand what success looks like.

Things to consider when responding to this question

1. How do you like to receive recognition for doing good work?

2. Do you know what type of recognition motivates you?
3. Do you know who your biggest cheerleaders are at work and who helps you believe in your success?
4. Do you recognize your coworkers for doing good work?
5. Do you spend enough time celebrating successes at work as a team?

**Follow UNT System's social accounts (Facebook, Twitter, and LinkedIn) this March for additional information about each question.**

---

Miss an issue of HR Highlights? Find the archived issues [here](#).



---

## Questions?

Do you have a question for the UNT System HR team that you would like to see answered in an upcoming issue of HR Highlights? Submit your questions to [AskHR@untsystem.edu](mailto:AskHR@untsystem.edu).